

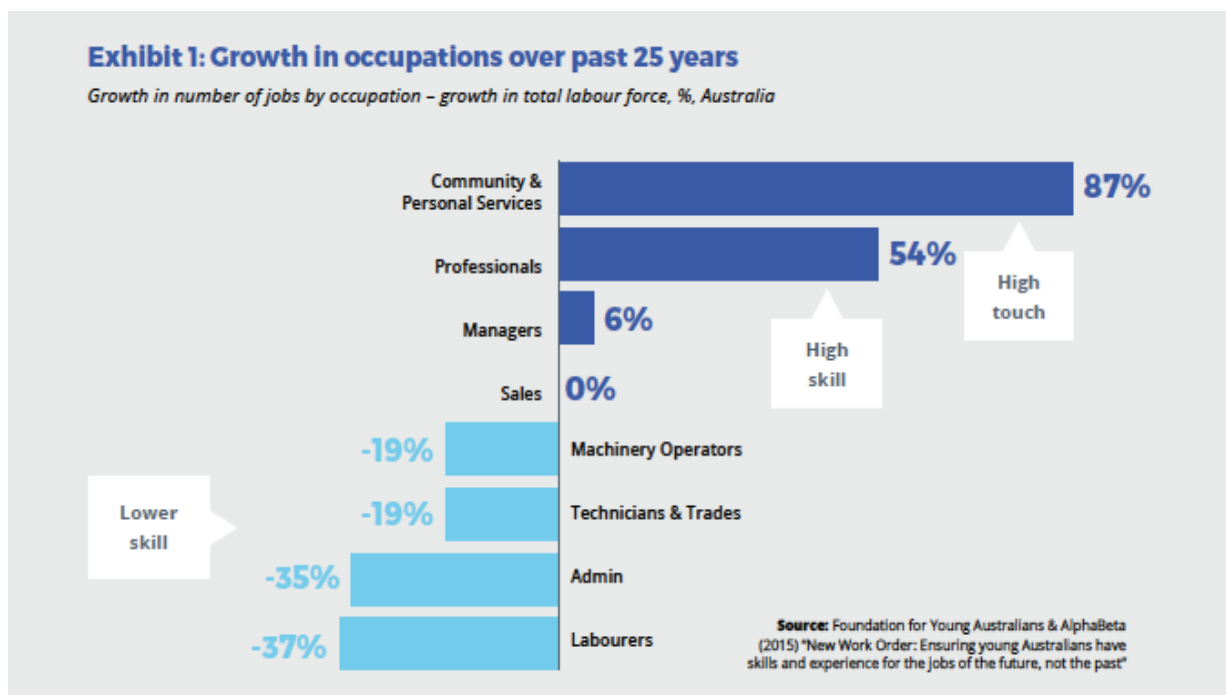
HOW IS WORK CHANGING IN AUSTRALIA?

People often think of careers as a climb up the ranks of job seniority, starting in the trainee cubicle and aiming for the executive offices. Today careers are often not so linear. While virtually every child is asked, 'What do you want to be when you grow up?', only 6% of adults end up in the careers they wanted when they were younger.

Instead of training for a particular occupation and working in that area for life, some studies have estimated that Australians will make 17 changes in employers across 5 different careers. Compounding the uncertainty is the reality that many jobs of the future don't exist today. The World Economic Forum has argued that "in many industries and countries, the most in-demand occupations or specialties did not exist 10 years ago."

Our workplaces have fundamentally changed over the past three decades. In Australia, we have lost around 100,000 machinery operators, 500,000 secretaries and clerks, 400,000 labourers and nearly 250,000 technicians.

Offsetting these losses, there has been an explosion of 700,000 jobs in professional services and more than 400,000 jobs in community and personal services. In short, we have witnessed a shift away from lower skill or manual roles towards roles with higher skill or high interpersonal contact (Exhibit 1).



The ongoing rate of innovation and automation in our economy will persist. In Australia, some 40% of jobs are estimated to be highly affected by automation in the next 10 to 15 years. The rate of innovation and automation affecting our workforce has prompted key commentators to indicate that young people will need to possess transferable skills that can adapt to new jobs. The OECD has argued that "the increased rate of innovation across economies requires the workforce to possess both technical competence and... 'generic skills' – problem solving, creativity, team work and communication skills."

Adapted with permission from "The New Work Order" and "The New Work Mindset" reports - both by the *Foundation for Young Australians*.